



# FIB TALANOVA E-NEWSLETTER

"Kila ka kei na yalodina"

AUGUST 2018, ISSUE 4

"Knowledge and Honesty"

JOURNAL OF THE FIJI INSTITUTE OF BANKERS

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## Bulletin

August 2018

Dear Members,

Welcome to our forth issue! The *FIB Talanoa E-Newsletter* is a forum for the presentation of authoritative and stimulating information on banking and other subjects pertinent to the industry. This publication is designed to communicate information to employees of Banks in Fiji to assist in their career developments and to further their general knowledge.

Although the FIB's Committee of Management and its Secretariat form the resource panel to provide topics of interest, information and news of banking-related activities, we will welcome your contributions.

We shall try to keep you members abreast of your Institute activities and information. We shall also keep you informed of banking industry news and matters of interest.

This is your Newsletter! If you have appropriate articles or matters you consider suitable for publication, forward them to us.

## Activities to Look Out For

### SEPTEMBER

11 <sup>th</sup>	Toastmasters training by Nouzab Fareed
18 <sup>th</sup>	Toastmasters training by Nouzab Fareed
26 <sup>th</sup> – 27 <sup>th</sup>	Two days Bankers and Lawyers workshop

### OCTOBER

TBC	26 <sup>th</sup> Annual General Meeting
25 <sup>th</sup> – 26 <sup>th</sup>	Two-day Leadership Workshop, North
29 <sup>th</sup> – 20 <sup>th</sup>	Two-day Leadership Workshop, Suva

### NOVEMBER

TBC	One day Leadership workshop, West / North
TBC	Pinktober afternoon tea, Holiday Inn Suva
TBC	Indoor Sports Day

## FIB Reminders

Your subscription for 2018 is now due. Please forward your payment to us at your earliest convenience. Payment can also be deposited into the Institute's account, details are as follows:-

Bank Name: **ANZ Banking Group Limited**  
Account Name: **Fiji Institute Of Bankers**  
Account No.: **1543854**  
Bank Branch: **Suva.**

**Please let us know**

- 1) If your e-mail or postal address has changed.
- 2) If you have news or items of interest

## Micromanagement Makes the Best People Quit

*Brigette Hyacinth*

Trust is the foundation of any successful relationship, whether professionally or personally and when it's broken, it is extremely hard to repair. I had a supervisor if I was over one minute on my lunch time, she would send an email to remind me of my lunch hours, even though most of the time I never took my full lunch hour.

I couldn't even send an email without her approving it first. She was so inflexible that it was overbearing. I couldn't trust her. When employees feel they can't trust their boss, they feel unsafe, like no one has their back, and then spend more energy on survival than performing at their job.

The corporate world is littered with such micromanagers. Sadly many organisations prefer these managers because they seem to be on top of, and in control of everything.

In the short term, they may produce results but in the long run they leave a trail of destruction in their path.

### **Damaging effects of micromanagement: Decreased Productivity**

When a manager is constantly looking over their employees' shoulders, it can lead to a lot of second-guessing and paranoia, and ultimately leads to dependent employees. Additionally, such managers spend a lot of time giving input and tweaking employee workflows, which can drastically slow down employee response time.

### **Reduced innovation**

When employees feel like their ideas are invalid or live in constant fear of criticism, it's eventually going to take a toll on creativity. In cultures where risk-taking is punished, employees will not dare to take the initiative. Why think outside the box when your manager is only going to shoot down your ideas and tell you to do it their way?

### **Lower morale**

Employees want the feeling of autonomy. If employees cannot make decisions at all without their managers input, they will feel suffocated. Employees that are constantly made to feel they can't do anything right may try harder for a while, but will eventually stop trying at all. The effects of this will be evident in falling employee engagement levels.

### **High staff turnover**

Most people don't take well to being micromanaged. When talented employees are micromanaged, they often do one thing; quit. No one likes to come to work every day and feel they are walking into a penitentiary with their every movement being monitored.

"Please Micromanage Me" Said No Employee ever. I have never seen a happy staff under micromanagement.

### **A manager's job is to provide guidance and support.**

It's facilitating a healthy environment where employees can perform at their best. Always be quick to recognise, appreciate and reward employees' efforts.

### **Loss of Trust**

Micromanagement will eventually lead to a massive breakdown of trust. It demotivates and demoralises employees. Your staff will no longer see you as a manager, but an oppressor whose only job is to make their working experience miserable.

Micromanagement breeds resentment and disloyalty. If you hired someone, it means you believe they are capable of doing the job, then trust them to get it done.

A high level of trust between managers and employees defines the best workplaces and drives overall company performance.

Micromanaging is the opposite of empowerment and it creates toxic work environments.

It chokes the growth of the employee and the organisation and fosters mediocrity. When you empower employees, you promote vested interest in the company.

Empowered employees are more confident, more willing to go the extra mile for employers, and more willing to do whatever it takes to care for customers.

The best ideas and advancements are a result of empowering your team.

All in all, keeping great talent really can mean the difference between a business succeeding or failing.

In this volatile global marketplace, happy loyal employees are your biggest competitive advantage.

If you want performance at scale: Select the right people, provide them with the proper training, tools and support, and then give them room to get the job done.



**Brigette Hyacinth • 2nd**

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